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ABSTRACT

The comparative impact of 2 intensive rural leadership development programs on male and female participants in Montana and Pennsylvania was examined. One goal of the one to three year programs (to increase the participants' involvement in public affairs organization) was tested by analysis of pre- and posttest data regarding participants affiliations with voluntary associations. The associations were divided into expressive organizations (fraternal, sports, religious, military) and instrumental organizations (government, public service, economic associations, political parties). As expected, both male and female program graduates evidenced high participation in voluntary associations, more so in instrumental than in expressive organizations, despite differences between state programs. Differences by sex did occur in some detailed analyses. Men in all but the one year program increased their participation in expressive groups while women did not. Also as expected, there were differences by sex on the types of instrumental organizations in which gains in participation took place. Men showed the greatest increased participation in economic organizations, while women had increased activity in public service and government organizations. In general, the two and three year programs benefitted both male and female program graduates in terms of increased participation in instrumental organizations. (SB)

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A CONSIDERATION OF THE IMPACTS OF TWO INTENSIVE RURAL LEADERSHIP DEVELOPMENT PROGRAMS ON MALE AND FEMALE PARTICIPANTS

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ABSTRACT

This paper examines the comparative impact of two intensive rural leadership development programs on male and female participants. One of the goals of these programs, which took place in Montana and Pennsylvania, was to increase the involvement of the participants in public affairs. To ascertain if this goal was attained, data on participation in voluntary associations were collected from participants prior to beginning the program and after program completion. Identical data were obtained at two points in time from a nonequivalent comparison group in Pennsylvania. Mean participation rates in instrumental and expressive organizations, and in specific categories of instrumental organizations, were examined to discern patterns of change from pretest to posttest by sex. This analysis indicated that, overall, both the male and female participants in the programs that extended for two years or longer had increases in participation in instrumental organizations, and men showed small increases in participation in expressive organizations. The males and females did differ on the particular types of instrumental organizations in which these gains took place. Overall, both male and female members of the Pennsylvania comparison group did not show increased gains in instrumental organizations from pretest to posttest. Although program group members of both sexes, on the average, showed gains in instrumental organizations, the males had their greatest change in economic organizations, while the females showed greater gains in public service organizations.

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INTRODUCTION

Since the mid-sixties, several universities have conducted leadership development programs primarily for persons in rural areas. These statewide programs were developed in Michigan, Pennsylvania, Montana and California with assistance from the W. K. Kellogg Foundation. Approximately one-third of the participants in Montana and Pennsylvania were women, whereas all participants in the other two programs were men. Because of the current emphasis on increasing the participation of women in all sectors of American society, it seemed important to analyze the possible differential program impacts on the men and women involved.

To do this analysis we investigated only the two programs which included participants of both sexes and we focused on the major goal of each program--increasing the participants' involvement in public affairs. To gain an understanding of whether or not this goal was accomplished, data on participation in voluntary associations were collected at two points in time. The availability of comparable longitudinal data permitted the use of a pretest-posttest design and time series methods of analysis.

A review of the literature indicated that there were male-female differences in participation in voluntary associations. This analysis examined the levels of participant involvement in such activities prior to entering the leadership program and tested whether the programs differentially affected participation in public affairs for men and women.

Participants in the two leadership development programs studied were not drawn as representative samples from their areas. Instead they were

chosen for their demonstrated or potential leadership abilities from a pool of applicants. One selection criterion was the extent of their involvement in voluntary associations. Thus we examined program effects on persons who were previously active in community and organizational affairs.

Once selected, the participants were involved in intensive, live-in workshops and travel seminars. These educational programs focused on the analysis of public problems and the processes of developing policies and initiating group action to solve these problems, as well as the sensitization of the participants to other people and groups in society. Travel seminars at the state, national, and international levels gave participants a first hand exposure to different public problems and alternative problem solutions. Participants received instruction in leadership and group communication skills, public problem-solving, public policy and governmental processes, and social and cultural understanding. These workshops, discussions, and travel seminars were intended to provide participants with a better perspective on public problems in their own communities and an understanding of problems which were local, national, and/or international in scope. One goal of program developers was that the participants should become more involved in group action necessary for solving public problems as a result of exposure to the total educational experience.

Related Literature

Little has been done to assess the impact of rural leadership development programs in general, and even less has been done on the comparative impact of these programs by sex. The few studies in this area have focused primarily on attitude changes.

Rothert (1969) found no significant changes in critical thinking ability, open-mindedness, reading comprehension and the ability to identify realistic farm policies when he compared gain scores from pretest to post-test between the participants in Michigan's Kellogg Farmers Study Program and persons in a nonequivalent comparison group. On the other hand, from an analysis of participant self-assessments of the effects of the Montana Kellogg Extension Education Program Giebink (1975) concluded that participants showed increases in self-confidence, self-image, open-mindedness, knowledge of public affairs and involvement in community affairs. This analysis relied totally on participant self-reports and was not as rigorous as the Rothert study. In a study of a less intensive leadership development program in Alabama, Dawson (1975) found, using pretest and posttest measures, that participant attitudes about community affairs changed in a statistically significant, positive direction.

Only Giebink's analysis of the Montana program compared the impact of that leadership development program on men and women. It was noted that the men and women participants did not indicate differential impacts of the program except for one aspect of self-confidence. Most of the women indicated that they had gained an increased feeling of independence, of being a person in their own right as a result of participation in the program, but none of the men expressed similar feelings.

Much more research has been done on the comparative participation of men and women in voluntary associations. The findings on sex and membership in voluntary associations based on samples of the general public or a particular geographic area have not been entirely consistent. Some studies using state or local samples found that men are more likely to be

members of voluntary associations than women (Scott, 1957; Babchuk and Booth, 1969; Palisi, 1965; Booth, 1972). However, Hausknecht (1962), using two national samples, found no difference in membership by sex. Also, Booth (1972) noted that, although men were more likely to belong to voluntary associations than women, women spent as much time each month participating in such associations.

Research has shown that the types of voluntary associations in which men and women participate may vary. Booth (1972) found that women were more likely to be members of church and recreation groups, while men were more likely to belong to governing boards, and job-related and fraternal or service groups. In the same study, differences in participation were also evident when organizations were classified as instrumental, expressive, or mixed.[1] Men were much more likely to belong to instrumental groups than women, and men dominated the leadership of these groups through officerships or by chairing committees. Men also belonged to mixed groups somewhat more often than women, but women were as likely to hold office in these groups. Women were more likely to hold memberships than men in expressive groups and more likely to hold office in these groups.

This finding of differences by sex in participation in instrumental and expressive organizations was born out in a study which considered service on the directing boards of civic organizations in a large city (Babchuk, Marsey, and Gordon, 1960). It was found that men numerically

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[1]This is the distinction frequently used in studies of voluntary associations. Instrumental organizations are oriented to accomplishing a specific goal or task or supporting or changing some condition in the social structure. Expressive organizations are organized to satisfy some need or interest of the members. Instrumental-expressive or mixed organizations serve both purposes (Babchuk and Gordon, 1962).

dominated the boards of all types of organizations--instrumental, expressive, and mixed. However, the dominance was more pronounced in instrumental and mixed organizations than in expressive organizations. Also, men dominated the boards of those organizations that had large budgets or that were regarded as vital to the community.

Differences between men and women in one other area of participation--the area of political participation--have been widely studied. In a review of twenty-two studies Milbrath (1965) found that men were more likely to participate in politics than women. He qualified this by noting that differences in many forms of political participation by sex almost disappeared in the urban, upper middle class, and that men were not significantly more likely than women to give money, attend meetings, do campaign work, or join a political club. But, in terms of running for and holding party and political offices, men were more likely than women to participate regardless of socio-economic status (Milbrath, 1965).

As noted above, all of the studies reviewed thus far were surveys of the general public (or sub-section thereof) and were not directly comparable to the subjects considered in this study who were chosen for their potential or demonstrated leadership qualities. However, one study done in the communities of two, rural Wisconsin counties used a sample that is somewhat more comparable to the persons studied here. This study compared a sample of women who were designated as active in their communities with men who

were chosen as knowledgeables or influentials (Moyer, et al., 1977).[2]

This research found some differences from previous research. Among other findings were the following:

- Women belonged to significantly more organizations than men overall.
- Men were significantly more likely to participate in business and financial organizations.
- Women were significantly more likely to participate in health and religious organizations.
- There was no significant difference by sex in participation in political, professional, educational, civic/social service, social fraternal, and country club organizations.
- There was no significant difference by sex in level (i.e. local or non-local--state or national) of organizational membership (Moyer, et al., 1977).

This study did not compare memberships in instrumental-expressive organizations, but the detailed breakdown of organizations allowed us to make a categorization along this line. As indicated in the above findings, memberships were compared on seven types of organizations that are usually considered to be instrumental (professional, political, civic-social service, health, financial, educational, and business). In two cases, that of business and financial organizations, the men had significantly more memberships. In one case--that of health organizations--the women had significantly more memberships. In the other four types of instrumental organizations, the

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[2]Active women were the top 5 percent of a sample of women who were rated on their reputation for being generally active in their communities, for having been active in local, regional, state or national issues in the preceeding five years, and for holding responsible positions in business, industry, finance, politics (elected and appointed), education, health, social services, religious and voluntary organizations, and the professions.

Knowledgeable and influential men were chosen using the reputational and positional methods for identifying leaders. Knowledgeables were men who were involved in the community and who knew what was going on because of their position. Influentials were those who were involved in the community and/or had power in the decision-making process because of wealth, position, and/or control over important resources.

women had on the average, more organizational memberships than the men, but the differences were not significant. Though this is not conclusive, it does seem to indicate that differences in expressive-instrumental organization mamberships between active women and influential/knowledgeable men in the Wisconsin study are not as great as the differences between men and women drawn from samples of the general public in earlier studies.

Clearly, the findings of this study cannot be widely generalized because of the limited nature of the population. This research does indicate however, that findings on participation in voluntary associations by men and women who are active in their communities may differ from samples of the general public.

Data, Variables, and Methods

Information from which to judge the impact of the programs and to compare these findings with past related research in the area came from pre- and postprogram data sources. First, data on participation in voluntary associations was gathered either on application forms or on a questionnaire filled out prior to participation in one of the leadership development programs. Similar information was gathered in a postprogram questionnaire completed by the participants at least two years after they had finished the program. This pretest-posttest data set contained three measures of participation in voluntary associations: the number of organizational memberships, officerships, and participation in organizations operating at regional or higher levels.

For purposes of analysis, voluntary associations listed by participants were classified into four categories of instrumental organizations, and four

categories of expressive organizations. The instrumental organizational categories were: 1) government and quasi-government public service organizations (referred to hereafter as government organizations), 2) voluntary public service organizations, 3) economic associations and professional societies (referred to as economic associations) and, 4) political parties, organizations clubs, and general political interest groups (referred to as political organizations). The four categories of expressive organizations were: 1) fraternal organizations and nationality groups, 2) social, athletic, sports and hobby groups, 3) religious organizations, and 4) military and veterans organizations. Though the specific organization in either broad category may have expressive or instrumental functions they were classified by the main organizational function.

The availability of longitudinal data permitted the use of pretest-posttest designs for the analysis of program effects in the two states. Only a simple before-after design (Campbell and Stanley, 1963) was applicable to the Montana data. In Pennsylvania, however, the same data was collected from a nonequivalent comparison group with a two year elapsed time between the pretest and the posttest.[3] These data permitted the use of a more sophisticated quasi-experimental comparison group design (Campbell and Stanley, 1963) for assessing program effects in Pennsylvania.

Needless to say, the rigor of the analysis, and thus the conclusiveness of the findings varied with the type of design used. The simple before-after design used with the Montana data is subject to all but two threats to

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[3]The Pennsylvania treatment and comparison groups were tested for equivalency on age, sex, and measures of socio-economic status. The comparison group was slightly older than the treatment groups, but this was not a substantial difference.

internal validity--selection and mortality (Campbell and Stanley, 1963). The comparison group used with the Pennsylvania data must be classified as nonequivalent because there was no random assignment between program and comparison groups. The presence of a nonequivalent comparison group, however, allows for some control over the effects of history, maturation, testing, instrumentation, selection, and mortality (Campbell and Stanley, 1963).

The Pennsylvania program also differed from the Montana program in that participants spent varying amounts of time in the educational program and the focus of the Pennsylvania programs varied. In Montana, all persons participated in three-year programs that focused on issues and problems at the state level in the first year, the national level in the second, and the international level in the third. In Pennsylvania, however, persons participated in programs that were either one, two, or three years in length. The one-year program focused on issues and problems at the state level, the two-year program on state and national issues and problems, and the three-year program focused on state, national and international issues and problems. Table 1 summarizes these program characteristics as well as indicating the number of men and women in each group.

TABLE 1 HERE

We relied on raw means and the changes in these means from the pretest to the posttest to assess whether or not there had been any change in the various aspects of participation in voluntary associations. There are objections to using raw change scores (Cronbach and Furby, 1970). But

Table 1. Selected Program Characteristics

State	Type of Group	Approximate Program Length in Days	Broadest Level of Emphasis	Number of Participants by Sex	
				Male	Female
Pennsylvania	Comparison	not applicable	not applicable	51	25
	One-Year	20	State	62	35
	Two-Year	30	National	63	33
	Three-Year	65	International	37	15
Montana	Three-Year	69	International	45	26

since the focus of this analysis was primarily descriptive and exploratory, it was felt that these scores could be used to see if patterns of change in participation by sex were present.

In Pennsylvania, the patterns of change in the program groups were analyzed in relation to the comparison group to see if program participants differed from nonparticipants. No such comparison was possible in Montana. Instead these data were compared with the Pennsylvania data to see if the patterns of change were similar.

Because of the use of raw mean change scores, the lack of random assignment between the comparison group and program groups in Pennsylvania, and the absence of a comparison group in Montana, we could not make conclusions about program effects with any degree of certainty. We were looking instead for patterns of change. Based upon a presentation of these data, the reader will be left to make his or her own judgment about the strength of our findings.

Expectations

This analysis compared the effect of the leadership development programs on male and female participants in terms of their participation in instrumental and expressive organizations in general and in terms of their participation in the four types of instrumental organizations specified above.

Because these programs were aimed at increasing participation in public affairs organizations, we expected that increases in participation would be greater in instrumental organizations than in expressive organizations. Of course, we also expected those groups that participated in the program to

have greater increases in participation than the Pennsylvania comparison group.

But what about the differences for men and women? One might expect on the basis of past research of the general public that male participants would show greater increases in participation in instrumental organizations than female participants since men tend to be more active in these organizations. On the other hand, the research conducted by Moyer et al. (1977) did not give strong indications that this would be the case, because the types of participation for men and women who were active in their community did not differ that much. One of the reasons for the differences in organizational memberships for men and women in samples of the general public may be that these memberships tend to follow more or less traditional male-female role expectations. However, if an analyst compares men and women who are active in their communities and thus somewhat more similar to each other, he/she would expect these differences to decrease. The Moyer, et al. research indicated that this was the case, at least to some extent. Specifically, Moyer, et al. indicated that there was little difference in participation in instrumental and expressive organizations by sex for persons who were active in their communities. Therefore, it was expected that the male and female participants would show similar patterns of change in their participation in the broad categories of instrumental and expressive organizations. The Moyer, et al. research also indicated, however, that there were some differences in terms of the specific types of organizations in which men and women participate. Thus, in the more detailed analysis of participation in particular types of instrumental organizations, we expected to see some differences in the patterns of change for men and women.

Participation in Instrumental and Expressive Organizations

Table 2 summarizes changes by men and women on three dimensions of participation in instrumental and expressive organizations. Several points are evident in this table. Looking first at pretest levels of participation, in comparing men and women in each program and in the comparison group, we see that within programs they did not differ greatly. Specific differences are evident. For example men in the comparison group had more mean memberships in instrumental organizations than did comparison group women (5.45 compared to 3.92), while women in the two-year program had higher mean instrumental organization memberships than did men in that program (9.63 compared to 7.75). But, the overall pattern is one of high participation by both sexes. In addition, it is clear that members of all groups were more active in instrumental organizations than they were in expressive organizations.

TABLE 2 HERE

None of these findings should be surprising given the selection criteria of the Montana and Pennsylvania programs, and the fact that members of the comparison group were chosen for their similarity to the participants. Both statewide programs selected men and women who had been active in their communities, and an important indicator of activity was organizational participation in general and participation in instrumental type organizations in particular. Since the same selection criteria were applied to applicants of both sexes, one would expect that their pretest participation rates would be similar. One would also expect them to be more active than samples of

Table 2. Mean Pretest-Posttest Participation Scores in Instrumental and Expressive Organizations.

Type of Organization by State and Group	Male						Female					
	Dimensions of Participation						Dimensions of Participation					
	Memberships		Officerships		Regional or Higher Levels of Operation		Memberships		Officerships		Regional or Higher Levels of Operation	
	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest
Instrumental												
Pennsylvania												
Comparison Group	5.45	4.61	1.57	1.11	1.24	.77	3.92	4.08	1.08	.84	.68	.76
One-Year Program	5.22	4.11	1.50	1.37	1.24	.90	5.11	4.57	1.23	1.19	.66	.97
Two-Year Program	7.74	9.88	3.18	2.69	1.46	2.34	9.63	11.05	3.85	2.49	1.82	2.61
Three-Year Program	4.89	6.76	1.59	2.29	.89	1.19	4.33	6.47	1.48	1.34	.46	1.19
Montana	3.69	4.45	1.17	1.43	1.49	1.47	3.00	5.34	.66	1.65	.53	1.69
Expressive												
Pennsylvania												
Comparison Group	2.00	1.90	.37	.55	.02	.02	1.76	1.40	.52	.52	.00	.00
One-Year Program	1.97	1.50	.52	.39	.23	.08	1.60	1.06	.54	.37	.00	.00
Two-Year Program	2.54	2.98	1.17	.94	.16	.19	2.30	1.90	1.06	.30	.07	.03
Three-Year Program	2.11	2.57	.51	.94	.03	.24	1.40	1.40	.60	.20	.07	.07
Montana	1.44	1.93	.33	.47	.16	.38	1.62	1.58	.27	.42	.00	.23

the general public. In this respect members of these groups do not differ greatly from the Moyer, et al. study in which the authors found that on the average, women participated in 6.07 organizations and men in 4.25 organizations (1977:68).

However, our main focus was with the changes that occurred between the pretest and the posttest. Looking first at changes in participation in instrumental organizations, Table 2 indicates that men in the comparison group experienced declines on all dimensions of participation between the pretest and the posttest. Comparison group women had a decline in officerships, but had slight increases on the other two dimensions of participation. Since these increases were quite small, they probably did not represent real gains.

The mean participation scores for men in the one-year program also declined between the pretest and posttest. Women in the one-year program showed declines in memberships and officerships, but they increased their participation in organizations operating at regional and higher levels.

In the two-year program there were substantial gains by both men and women in memberships instrumental organization memberships and in participation in these organizations operating at regional and higher levels. But both sexes experienced distinct declines in officerships.

Men in the three-year program had clear cut gains on all dimensions of participation as did women on memberships and levels of operation. But women again had a decline in officerships though this is much smaller than the decline in female officerships in the two-year program.

Looking at the Montana program, Table 2 indicates that men showed increases in instrumental organization memberships and officerships, but had

a slight decline in participation in organizations operating at nonlocal levels. Women on the other hand had gains on all dimensions of participation, and these gains were notably greater than those made by the men.

How do these changes compare with participation in expressive organizations? Both sexes in the comparison group and in the one-year program experienced declines on all dimensions of participation in expressive organizations. This is similar to the pattern of change in instrumental organization participation for these groups.

In contrast, men in the two- and three-year program had gains on all dimensions of participation in expressive organizations with the exception of officerships for the two-year program. As with officerships in instrumental organization, men in the two-year program had declines on this dimension. Women in the two- and three-year programs had declines on all dimensions of participation (or in one case no change in participation). In Montana, men increased their participation in expressive organizations on all dimensions, while women had decreases in memberships and increases in participation on the other dimensions.

In summary, these changes indicate that both men and women in the comparison group and in the one-year program did not increase their participation in either instrumental or expressive organizations. Both sexes in the two-year, three-year and Montana programs did generally increase their participation in instrumental organizations. In addition, men in these programs were much more likely to increase their participation in expressive organizations than were women. The participation gains made by men in expressive organizations were generally well below male participation gains in instrumental organizations. But these gains do contrast with the overall lack of gains (or decreases in participation) for women in expressive organizations.

Thus, women who participated in these programs were not more likely to have greater participation gains in expressive organizations than men. Instead the two-year, three-year, and Montana programs seemed to encourage women to concentrate their participation gains in instrumental organizations where their activities would be more likely to have an impact on their community or society. Men on the other hand increased their participation in both types of organizations, but these increases were more pronounced in instrumental organizations.

Participation in Specific Instrumental Organizations

We turn now to a comparison of changes in participation in four categories of instrumental organizations. Table 3 indicates the pretest-posttest means for these organizations by group, sex, and dimensions of participation.

TABLE 3 HERE

Government and Quasi-Government Organizations

As Table 3 indicates there was relatively little change for either sex in the comparison group on the different dimensions of participation in government organizations. Men in this group had mean decreases on all dimensions of participation. There were very small mean increases in membership and in participation in organizations operating above the local level, but these increases are extremely small, and there was no change in officership.

For respondents in the one-year program, the pretest-posttest statistics indicate that there was no clear pattern of change on the three dimensions

Table 3. Mean Pretest-Posttest Participation Scores in Specific Categories of Instrumental Organizations.

Type of Instrumental Organization by State and Group	Male						Female					
	Dimensions of Participation						Dimensions of Participation					
	Memberships		Officerships		Reg. or Higher Levels of Oper.		Memberships		Officerships		Reg. or Higher Levels of Oper.	
	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest	Pretest	Posttest
Government												
Pennsylvania												
Comparison Group	1.18	1.12	.41	.29	.06	.02	.88	.92	.16	.16	.00	.04
One-Year Program	1.56	1.47	.63	.58	.16	.19	1.46	1.46	.37	.57	.06	.17
Two-Year Program	2.41	3.14	.62	.83	.19	.41	3.27	4.24	.88	1.18	.12	.52
Three-Year Program	1.35	1.84	.54	.76	.05	.11	1.20	2.40	.27	.33	.13	.53
Montana	.80	1.22	.40	.49	.16	.36	.46	1.23	.08	.69	.00	.38
Voluntary Public Service												
Pennsylvania												
Comparison Group	1.59	1.43	.51	.37	.10	.06	2.00	2.08	.76	.48	.08	.04
One-Year Program	1.58	.98	.42	.45	.21	.08	2.17	1.74	.57	.37	.11	.17
Two-Year Program	2.29	2.83	1.06	1.05	.16	.19	3.94	4.03	1.82	.73	.55	.52
Three-Year Program	1.41	1.62	.51	.51	.14	.05	2.40	2.80	.87	.67	.13	.13
Montana	.84	.98	.24	.18	.13	.07	1.58	2.65	.42	.77	.27	.77
Political												
Pennsylvania												
Comparison Group	.27	.20	.12	.02	.00	.02	.12	.00	.00	.00	.00	.00
One-Year Program	.34	.24	.03	.02	.02	.02	.37	.40	.06	.11	.00	.06
Two-Year Program	.41	.37	.21	.03	.00	.03	.43	.42	.24	.03	.00	.09
Three-Year Program	.27	.30	.00	.05	.00	.00	.20	.47	.07	.07	.00	.13
Montana	.07	.16	.04	.16	.04	.00	.54	.58	.08	.00	.11	.12
Economic												
Pennsylvania												
Comparison Group	2.41	1.86	.53	.43	1.08	.67	.92	1.08	.16	.20	.60	.68
One-Year Program	1.74	1.42	.42	.32	.85	.61	1.11	.97	.23	.14	.49	.57
Two-Year Program	2.63	3.54	1.29	.78	1.11	1.71	1.94	2.36	.91	.55	1.15	1.48
Three-Year Program	1.86	3.00	.54	.97	.70	1.03	.53	.80	.27	.27	.20	.40
Montana	1.98	2.09	.49	.60	1.16	1.04	.42	.88	.08	.19	.15	.42

of participation for both males and females. The changes that did occur were small, again probably indicating fluctuation rather than change.

There were greater changes for the two-year program participants. Men had mean increases on all three dimensions of participation with the greatest increase in memberships. Here males increased their mean memberships in government organizations from 2.41 to 3.41, an increase of .73 organizations. Smaller increases also occurred in officerships, and in participation in organizations operating at regional or higher levels.

Females in the two-year program also increased their participation on all three dimensions. Their mean membership changed from 3.27 to 4.24, an increase of .97. In addition, the mean increases in officerships and in organizations operating at regional or higher levels were slightly greater than the increases for males on these two dimensions.

Three-year program participants of both sexes also showed gains in participation. However, in memberships, officerships, and regional or higher levels of organizational operation, the mean gains for men in the three-year program were below the gains made by two-year male participants and they were also below most gains by women in both the two-year and three-year program. Women in the three-year program had very large mean increases in memberships (from 1.20 to 2.40, of 1.20 organizations) and in participation in organizations operating at regional or higher levels (from .13 to .53).

In Montana both men and women made gains on all dimensions of participation. However, the gains made by the women were considerably greater than those made by the men. While the women had lower pretest means than the men on all dimensions of participation, the mean gains for women were

such that they had higher mean participation scores than men in government organizations on all dimensions by the time of the posttest.

Voluntary Public Service Organizations

There were mean decreases in participation scores in voluntary public service organizations for men and women in the comparison group on all dimensions of participation with one exception. Women from the comparison group increased their memberships in these organizations, but this gain was extremely small.

Both the men and women who participated in the one-year program had distinct decreases in memberships in voluntary public service organizations. There was no clear pattern in changes on the other two dimensions. Since the increases and decreases in the means were generally small, these changes are probably fluctuations.

Men in the two-year program increased their mean memberships noticeably in voluntary public service organizations from 2.29 to 2.83, a gain of .53 organizations. However, there was very little change in officerships or in participation in organizations operating at regional or higher levels.

Females in the two-year program slightly increased their mean memberships in voluntary public service organizations. In addition, there were decreases in mean officerships and in participation in organizations operating at regional or higher levels for this group. But their participation in these organizations was still quite high because of the initial pretest means.

Turning to the three-year program, men increased their mean memberships in voluntary public service organizations, but this increase was small, and well below the gains made by two-year program men in memberships. Mean officerships by men remained the same, and mean participation rates by men in organizations operating at above the local level decreased.

Women in the three-year program also showed mean increases in their memberships in voluntary public service organizations. These increases were not large (from 2.40 to 2.80 organizations), but they were greater than the increases that occurred for women in the two-year program. Also, there was a decrease in their mean officerships and no change occurred in their participation in organizations operating at regional or higher levels.

In Montana, changes in participation by men in voluntary public service organizations basically repeated the pattern already observed for both men and women in the Pennsylvania two- and three-year programs. Generally there was a slight mean increase in memberships and there were small mean decreases on the other dimensions of participation.

The women in the Montana program definitely did not repeat this pattern. Instead they showed large mean increases (from 1.58 to 2.65) in memberships in voluntary public service organizations. Montana females also increased their officerships and participation in organizations operating at regional or higher levels.

Political Organizations

As indicated in Table 3, overall participation in political organizations was quite low for all groups and for both sexes at the time of the pretest, and there was very little mean change in participation by the time of the posttest. In addition, mean political participation rates on all dimensions were generally quite similar for men and women. This is similar to the findings of Moyer, et al. (1977) that men and women who were active in their communities did not differ significantly in their political participation.

There were, however, a few exceptions to these generalizations. Comparison group men did have somewhat higher political participation rates

than women in that group, but the rates were still quite low. Conversely, women in the Montana program had considerably higher political participation rates than did the men. Finally, women in the three-year Pennsylvania program did have some increases in participation. Their mean memberships increased from .20 to .47, and they increased their participation in organizations operating at regional or higher levels. At the time of the pretest none of the three-year females participated in political organizations, operating at regional or higher levels, while in the posttest they participated in an average of .13 political organizations operating at these levels.

Economic Associations

In economic organizations men in the comparison group had a mean decrease in their participation on all dimensions. Women had very small increases on all dimensions.

In Pennsylvania, both men and women in the one-year group showed mean decreases on all dimensions of participation with the exception of levels of operation. In this instance, females showed a very slight mean gain in participation in organizations above the local level.

In the two-year program men had a distinct gain in mean memberships in economic organizations from 2.63 to 3.50, an increase of .91 organizations, and they increased their participation in organizations operating at regional or higher levels. However, there was a slight decrease in officerships.

Women in the two-year program also increased their memberships in economic organizations and their participation in organizations operating at regional or higher levels. These gains, however, were smaller than the gains made by two-year men on the same dimensions. In addition, there was

a mean decrease in officerships held by these women in economic organizations.

Men in the three-year programs had a substantial increase in economic organizations (from 1.86 to 3.00). They also had definite gains in officerships and in participation in organizations operating at regional or higher levels.

Women in the three-year programs had a much smaller gain in memberships and participation in organizations operating at regional or higher levels than the males. Their gains were also smaller than those made by two-year women. And there was no change in officerships in these organizations for this group.

In Montana men had mean gains in memberships and officerships, and they had a slight mean decrease in participation in economic organizations operating at regional or higher levels. Montana women, on the other hand, had consistent gains on all dimensions of participation and these gains were larger than the gains made by males.

Thus, men in all groups had higher pretest and posttest participation rates in economic organizations than did females. For the Pennsylvania two- and three-year groups this difference between the sexes was accentuated by the large gains made by men between the pretest and posttest.

Summary

Overall, both sexes in the Pennsylvania two- and three-year programs and the Montana program increased their memberships in government organizations, voluntary public service and economic associations between the pre- and posttests. In many instances there were also increases in officerships and participation in nonlocal organizations but these increases were

not as consistent. These increases are especially notable in light of the small amount of change or decrease in organizational participation on the part of members of the comparison group and the one-year program. However, as we expected, there were differences in the particular types of instrumental organizations in which men and women made their largest gains.

Women in both the two- and three-year programs had noticeably larger mean gains in memberships in government organizations than did men. Also, the mean increases for women on officerships and at regional or higher levels of organizational operation were generally higher (with the exception of three-year program female held officerships) than increases by men. As noted earlier, only the women in the three-year program had gains on memberships in political organizations.

On the other hand, men in the two- and three-year programs had substantially higher gains in memberships, officerships and levels of organizational operation in economic organizations (with the exception of two-year program male held officerships) than did women, and somewhat greater gains in memberships in voluntary public service organizations. However, because women generally had higher mean participation scores in voluntary public service organizations at the time of the pretest, these gains made by men in most cases were not sufficient to bring their participation up to the participation level of the women in these organizations.

The Montana program did not have a similar pattern of gains by men and women in the specific categories of instrumental organizations. In Montana, the women had distinctly higher gains than did the men on all measures of participation in government, voluntary public service and economic organizations. There was little or no change for either sex on participation in political organizations.

One could postulate that the Montana women had greater gains in participation because their initial participation rates were lower. This could be the case in economic organizations where the pretest participation rates by women were well below those of men, and where the gains made by women did not close the gap, though they did narrow it. But while the women's pretest participation rates were somewhat below those of the men's in government organizations, the gains by women were such that their posttest participation rates were higher than men's. Furthermore, in voluntary public service organizations women participated at higher levels initially and also had greater gains. Thus Montana women probably had greater gains in participation than the men for reasons other than their initial participation rates.

Since both state programs focused on increasing participation in public affairs activities somewhat greater importance was placed on participation in instrumental organizations that were seen as having this specific focus. We classified government, voluntary public service and political organizations as public affairs organizations. Though economic associations could have this focus in part, they were seen as concentrating more on the special economic interests of their membership. Given the public affairs involvement focus of these programs we analyzed the impact of length of program on participation in these particular types of organizations.

The Pennsylvania data offered some evidence that women who participated in a three-year program were more likely to experience greater gains in memberships in public affairs organizations than women in a two-year program. But, in contrast, when men in the two- and three-year programs were compared, two-year program men participants had greater gains on memberships

in government and voluntary public service organizations than did the three-year program men. Only in economic associations (which we did not see as public affairs oriented) did three-year program men have greater gains on memberships than the two-year program men. Changes in memberships in political organizations were quite similar for the two- and three-year program men.

For two reasons, it is not possible to determine if these findings indicate that women are more likely than men to benefit from a three-year leadership development program. First, we cannot conclusively attribute these changes to the effects of the program, and second, only small numbers of persons were involved. This is a particular problem in the Pennsylvania three-year program in which we have data on only 15 women respondents.

One factor not yet addressed was the effect of demographic variables other than sex on participation. Studies have shown that socio-economic status and age are also related to participation in voluntary associations (Babchuk and Booth, 1969; Hyman and Wright, 1971). In particular it has been found that differences in participation by sex diminish in the higher socio-economic classes (Komarovsky, 1946; Milbrath, 1965). Thus, the finding in our research of some similarities in response to leadership development programs by men and women, and in the Moyer, et al. (1977) research of diminished differences in participation by men and women who are active in the community may be due to similarities in socio-economic status among our respondents in addition to (or perhaps rather than) the already stated idea that these persons are in similar community roles.

To consider the impact of socio-economic status and age on changes in participation, a series of multiple regression analyses were performed for

each group on each dimension of participation. The pretest means, socio-economic status and age were considered (in that order) to see how much of the variance each accounted for in the posttest means. Overall these regressions indicated that socio-economic status and age were not important factors in explaining variation in the posttest. However, we did not rely on these regressions in our earlier discussion because the number of cases on which the analyses was based were small enough to call into question the reliability of the results.

Conclusions

An assessment was made of the impact of two public affairs leadership programs upon the involvement of men and women graduates in instrumental and expressive organizations. These programs appeared to have had the expected impact of increasing participation in instrumental organizations on the part of both men and women. Men did show some tendency also to increase their participation in expressive organizations, but these increases were small compared to the gains in instrumental organizations. These findings were true, however, only for those who participated in the two- and three-year programs in Pennsylvania and the Montana program which was also three years in length.

However, there were differences by the sex of the participants in some of the more detailed analyses by program length and by specific categories of instrumental organizations. The Pennsylvania data offered some evidence that women who participated in a three-year program were more likely to experience greater gains in memberships in public affairs organizations than women in the two-year program. However this pattern was not evident

for men. And, similar to the Moyer, et al. research which showed that men and women who were active in their communities still differed in some of the specific types of instrumental organizations in which they participated, our findings showed particular participation differences in specific instrumental organizations. In particular, the women in both the Montana and Pennsylvania programs had low levels of participation in economic organizations compared to the men, and though both men and women increased their participation in these organizations, the increases were generally greater for men. In all cases, the posttest means indicated that men continued to participate more in economic organizations than women. On the other hand, women in both programs, tended to participate more in voluntary public service organizations both at the time of the pretest and posttest. In addition, women tended to have greater participation gains in government organizations than did men. However, these differences in participation by sex were not as great as in the case of economic associations.

Although we did not rely on multiple regression analyses for our findings these indicated that socio-economic status and age were not important factors in explaining variation in the posttest. What our analysis of mean changes indicated was that both men and women in two- and three-year programs benefitted from rural leadership development programs in terms of increases in the general category of instrumental organization participation. However, there were differences for men and women in the effect of program length and type of instrumental organizational participation gains and there was a difference in the patterns of gains in organizational participation by men and women between Montana and Pennsylvania. This difference by state might be due to a difference in some aspect of program operation or participant selection, or both. It is clear, however that both men and women

increased their involvement in public affairs organizations after participating in the program.

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